



"POLITICS-FREE CONTRACT THAT WAS ONLY A DREAM"



Virginia Cooke

From the **President**

At what cost? And with what strings attached?

It appears that we are going to get some sort of lift in salary. The settlements in the public sector have been fairly consistent, and as Vicki reported in her bargaining update, FPSE and the Post-Secondary Employers' Association (PSEA) have negotiated an agreement which includes most of the FPSE locals, even though some of the institutions included have not even opened local bargaining yet! We have yet to see how this plays out for us in negotiations, and what it means for any cost items which our members wanted, and thought important, in addition to a raise.

...continued on page 2

Upcoming Events

International Women's Day

March 8, 2013 (page 10)



Safe Harbour Workshop

April 17, 2013 (page 14)



In this issue

- 1 From the President - Virginia Cooke
- 3 From the Editor - Sylvie Murray
- 3 From the Chief Negotiator - Vicki Grieve
- 5 From the Faculty Vice-President Jonathan Hughes
- 6 From the Staff Vice-President Martin Kelly
- 6 From the Faculty Contract Administrator Linda Toews
- 8 From the Staff Contract Administrator David Shayler
- 9 From the FPSE Non-Regular Employees Rep. - David MacDonald
- 10 From the FPSE Status of Women Rep. Lisa Morry
- 13 From the FPSE Human Rights Rep. Melissa Walter
- 14 OH&S Co-Chair - Kathy Gowdridge
- 16 Letters to the Editor
 - by Wayne Podrouzek
 - by Hilary Turner
- 20 FSA Contacts & FPSE Calendar

...President's report continued from page 1

Is no one struck with how strange this method of bargaining is on the part of the provincial government? As I understand it, the government (or its agents in the form of the PSEA) sat down with a team of staff from FPSE, representing the majority of the locals, and bargained a raise for which the government has provided no direct funding! Yet none of the “new university” employers was even present at the table, nor were they even informed of the results for several days (though FPSE did inform all locals of the results immediately).

UFV has been granted no new FTE's for next year, and now, in his budget speech of February 19, our very own MLA Mike de Jong announced a \$46 million dollar cut to higher education over the next three years (you can read FPSE's summary of the Budget announcement at <http://www.ufv-fsa.ca/wp-content/uploads/2013/02/130219budgetbackgrounder.pdf>). This despite polls circulated by FPSE showing public support for higher education, and available data supporting the financial benefit of degrees (Herb O'Heron's talk in the President's lecture series was very instructive on this point. You'll find this presentation <http://www.ufv-fsa.ca/current-issues/university-education-in-bc-and-canada/> which offered counter-arguments to the recent barrage of Globe and Mail articles questioning the value of higher education). I haven't been party to any budget meetings yet; the ones involving some FSA representation don't take place until the end of the month, but I'm certain we will hear yet again of the dire circumstances of the university. You have all heard versions of this in your departments.

The institutions presumably anticipated something like this settlement, and have been mining for gold wherever they can. At what cost will our raises come?

Further, although the Ministry isn't really funding these raises, they seem to have unlimited authority over what form these monies are to take. This isn't just in the form of “cost items.” Every word and comma of every clause of our agreement must be scrutinized and approved by this arm of government. It is extremely difficult to bargain locally in an institution that is so devoid of institutional autonomy. To give our administration credit, they try—unlike some of the college employers, who simply have a PSEA representative sitting at the table.

It is very important to have a strong collective agreement in the face of this provincial Big Brother. I just returned from a CAUT conference on the “Limits of Academic Freedom,” where one of the sessions was devoted to the tensions between Academic Freedom and Institutional Autonomy. As I listened to the various panelists, I realized that this isn't even an issue at UFV because our university has so little autonomy. But it's all the more reason we need an even stronger academic freedom clause in our collective agreement, so that in the case of government pressures, our own institution would not be able to bow to government whim, since they would have a legal obligation to uphold the collective agreement.

This lack of real autonomy adds insult to the underfunding injury. UFV supposedly receives block funding, but that doesn't keep the Ministry from issuing an annual “letter of expectation” that puts controls on that funding and condescendingly tells our administration to behave like good kids. We do not yet have “exempt status,” thus having to jump through expensive and time-consuming hoops in order to have any new program approved. In fact, I would argue that our entire shared governance system and the roles of the Senate and Board as defined in our legislation are undermined by this system which the “new universities” are heir to.

But we will all limp along somehow, hope for a change in government, and continue to do the best we can at the bargaining table.



Sylvie Murray

From the Editor

100 at a time...

As you can read in the reports published in this issue, bargaining pace is picking up and the tough issues are making it to the top of the agenda. You might be asked to ratify a contract before the end of March. We hope that when the time comes, you'll feel well informed about the issues that are important to you and to our university.

We've been posting updates on bargaining in the secure member-only area of our new website. Close to 100 members registered in the 24-48 hours following the January 19 update! As of earlier this week, 47% of staff members, 45% of full-time faculty members, and about 8% of our sessional instructors have signed on. With the important exception of the latter group, we're almost halfway there (if you haven't yet registered, here are the step-by-step instructions <http://www.ufv-fsa.ca/wp-content/uploads/2012/10/How-to-Register-instructions1.pdf>).

The benefit of registering for the member-only pages is that you have access to more candid and detailed information than that included in Words & Vision or circulated publicly through an email bulletin, for instance. Within the constraints of confidentiality that bargaining entails, the Chief Negotiator is trying to keep you apprised, as regularly as possible, of the progress, or frustrations, of negotiation. We will, of course, hold an Extraordinary General Meeting (EGM) prior to calling for a ratification vote, perhaps also meet with specific groups if issues of interest to only some members are in the proposed contract. But these meetings are often too short, and too poorly attended, or too chaotic, to be our only and main tool of communicating critical information to you. This is where the website comes in handy.

Vicki will no doubt have another update to post soon, and perhaps yet another before bargaining wraps up in a few weeks' time. If we get an additional 100 registrations per update, we'll be in good shape. The great advantages of having an informed membership when the FSA makes decisions are only a few, simple steps away—please register.

Editor's note: Members are invited to submit articles or letters to the **FSA editor** (fsa.editor@ufv.ca) at any time. Material will be posted on the website as they are submitted, and published in the upcoming issue of *Words & Vision*. Visit our homepage, and look under *Words & Vision*, to read members' submissions.



Vicki Grieve

From the Chief Negotiator

Bargaining with a February state of mind

The clock is ticking. Countdown to the end of the fiscal year. Countdown to the provincial election. Countdown to the end of the semester and to the season finale of *Downton Abbey*. (Forgive me, sometimes I need the refuge of pop culture). There is, of course, the bargaining countdown going on too, fueled by several of the factors above. (No, not by *Downton Abbey*!)

Since my last Words and Visions article, your FSA bargaining team has met with management on a regular basis from mid-January until now, late February. We are making progress on some proposals, but until recently we have been hampered in our ability to discuss cost items. Two things have happened which should start to let the genie of cost out of the proverbial bottle.

First, in January, there were two settlements in large public post-secondary unions: the BCGEU Faculty component and

...continued on page 4

...Chief Negotiator's report continued from page 3

the BCIT Faculty and Staff Association concluded their bargaining. The results have set a pattern in terms of compensation increases and the “cooperative gains” that were demanded by the employers (or by PSEA, the employers’ association). Secondly, our provincial association, FPSE (Federation of Post-Secondary Educators), agreed to oversee the formation of a “template table” to bargain compensation with PSEA. This approach amounts to a type of common-table, whose mandate only extends to bargaining a wage increase. Ten provincial colleges signed on, with FPSE staff representatives bargaining on their behalf. After five days and two nights of negotiation, a deal was reached, one which looks very much like that achieved by BCGEU faculty and the BCIT FSA. There will be a wage increase of 4% over the life of two year contracts, to be disbursed 1% at a time, beginning in January 2013. (And if there is a more effective way to make a raise practically invisible, I’m not aware of it!) The concessions the unions made to make the raise possible are not too unpalatable—an expedited arbitration process and in-house harassment prevention programs. (FSA members are directed to my February 12 report posted on the Bargaining Updates page (<http://www.ufv-fsa.ca/members/bargaining-updates/>) of the FSA website for more about settlement details and our bargaining progress on specific proposals.)

Now we know what kind of a wage increase is probable for us. This is where the February feeling comes in. Yes— we need, deserve and rightly desire a raise. However, we have made several very important proposals that also come with a price tag, and anything of that nature (read all our workload issues) will only be achieved now through trade-offs. We can move the markers on the board, so to speak, by swapping them back and forth with the other side, but no new markers will be put in play. In addition, we need to pick up the speed of the game, as there will be some fiscal advantages all around by settling our contract by the end of March. All of this is what is making things so, well, February-ish.

On the other hand, bargaining, like February, is not all doom and gloom. Sometimes, but certainly not all the time, there are snacks. Scott Fast has some great stories, that are like Zen labour-relations Koans. Virginia Cooke and Jonathan Hughes do a great good cop–bad cop routine when the need arises. Once, there was a really funny typo on a management proposal that cracked everyone up. See what I mean? These things keep us going, like the day this month when the clouds parted and we saw that yes, it’s true, the days are really getting longer. And now the snowdrops are blooming.

Forgive Us Our Growing Pains...

On a slightly different note... sometimes I wonder if institutions don’t go through developmental stages similar to those of the human lifespan. If that is so, I suspect we are firmly into the ultimate awkward age— adolescence. Is not this time of life marked by the struggle to carve out identity, strive for self-governance, and develop effective means to formulate and achieve goals? I’m not sure if my analogy is fruitful here, but it does feel to me as if we are still trying to figure out who and what we really are. In order to do that, we need to be able to articulate what we really value. Given the diversity of perspectives that operate in our workplace, this is a bit of a challenge, since those perspectives don’t always align. Here I’m thinking of trying to juggle the needs of staff and faculty, or find common ground between university program faculty and those who teach in more vocationally oriented programs. Even more difficult is trying to meet the needs of both regular and non-regular faculty. Then there is the schism between the political reality of how we are viewed by the Ministry of Advanced Education versus our vision of ourselves as a cutting-edge teaching-intensive university. As we bend under the weight of unmanageable workloads and ever-expanding expectations of FTE production, it becomes increasingly difficult to step-back and do the reflective work of figuring out what we want to be when we grow up.

If Kohlberg’s theory about the stages of moral development is correct, we have to hope that we’ve moved beyond the “what’s in it for me?” stage of moral reasoning where what is right is defined by pure self-interest. If the growing pains we are experiencing are evidence of our nascent maturity, then let’s hope we are the precocious type of adolescent, the one who manages a more empathetic and nuanced view of right and wrong, where the perspective of others is seen as being as valid and as valuable as one’s own.



Jonathan Hughes

From the Faculty Vice-President

Innovation at a comprehensive undergraduate university

Serving as the Faculty Vice President has opened my eyes to much diversity across campus and the uniqueness of our institution in comparison with others. This diversity and our prominence in the Fraser Valley enables us to be an innovative university, especially with regards to undergraduate education; however, we are constrained by many forces: BC government and the upcoming election, budget shortfalls, and fear of change. Of these forces the fear of change is something we can control as an institution, and we do need to respond to increasing pressures on higher education. For example, the soaring cost of education has students, parents, and politicians questioning the financial value of a bachelor's degree in the information age. In response, we must convince stakeholders that we effectively teach students how to critically evaluate the information they access and how to use it wisely. Critical thinking is learned and I believe that those who hone their skills in college will be more competitive in the market place.

To respond to the changing climate of higher education we need to innovate and yet remain familiar to those that seek our services and provide financial support. What are ways that we can be innovative and remain familiar? We can be innovative in our benefits for long-term sessional faculty. We can be innovative in how we reward excellence. We can be innovative in how we share the administrative burdens of a university (i.e., peer accountability). We can develop an innovative system of rank and tenure that fits the diversity of UFV and promotes equality of opportunity. We are not able to be innovative on all fronts in this year's negotiations, but we can set the groundwork for innovation sooner rather than later. If the status quo remains much longer we will see a further deterioration of morale and collegiality.

I still believe that rank and tenure are important for UFV and that a transition from the status quo to something that provides equality of opportunity will be most easily attained by instituting rank and tenure and matching promotion to criteria that are set generally at the faculty level and specifically at the department and program levels. At some point we need to be held accountable to each other for teaching, service, and scholarship, and if this is achieved, I believe that the overload system will have lost its value. UFV needs to eventually create salary scales for each rank that are competitive with other universities to allow for career development, but that is for future negotiations. Teaching overload sections at an already teaching intensive university can only diminish the service and scholarship of faculty who receive the overload sections on a regular basis, if not at first, certainly over time. Those of us with full-time permanent jobs should enable more sections for our sessional faculty who are cobbling together uncertain workloads, sometimes at multiple institutions.

There is much anxiety amongst the faculty and staff about future budgets, potential layoffs, outsourcing, workload, salary, and perceived program redundancy by the Administration. At the moment, the bargaining team is chipping away at non-cost proposals and beginning to discuss more complicated proposals, such as rank and tenure, which is unlikely to be settled before March 31 (our tentative deadline to bargain a new contract). I have heard from many faculty with concerns about the proposed model of rank and tenure. Questions about how recent hires and laboratory instructors will be treated, who will be grandfathered and at what rank, and possible changes to workload once rank and tenure are in place are valid, but our ability to discuss them is delayed until we know better what the UFV Administration and the Post-Secondary Employers' Association will allow us to bargain. Your FSA Executive has not organized a forum to discuss rank and tenure yet because at the moment we don't have specific items from negotiations to discuss. I will certainly let you know when the bargaining team has information to share.

In writing my teaching dossier for the external review committee of the Geography Department, I included a brief paragraph on different learning styles, which ones I use most, and how they influence my pedagogy. I am mostly, I think, a Global/Intuitive learner and as such want to learn concepts from general to specific and through example. I also want to chart my own path instead of following the paths of others. I find that bargaining suits my learning style to a degree, but it is best when tempered by the learning styles of others on the bargaining team, and to them I am most grateful. I believe that we are making progress in our negotiations, though the big picture frustratingly eludes me.



Martin Kelly

From the Staff Vice-President

For what it's worth

Perspective is an important thing. I just got back from, of all things, a Caribbean cruise. Me! True story. One of the last things I thought I'd ever do, as it conflicts mightily with my socialist leanings. And it was lovely and warm and fun. The people who made it so were the crew. I spent a lot of time talking with them (either that or sing 'Those Were the Days My Friend' with a lot of drunk middle aged folks in the piano lounge). They came from every developing part of the globe: Peru, Belize, India, Kenya, tiny Caribbean islands. They sign up for a seven month stint, take two months off, and then do it again. They work EVERY day for two dollars an hour, the bulk of their pay being in gratuities. The bartenders, with whom I became very familiar, actually get no wage at all. And by and large they are glad for the opportunity.

This is not an argument that we should thank our lucky stars for our work and shut up. As we slowly make our way through contract negotiations it is a heads up that what we want needs to be kept in a global perspective. You don't have to be a conspiracy theorist to see that the push is on worldwide to drive wages down and eliminate unions, to open up post-secondary and health care and the public sector in general to 'free enterprise'. I can't point directly to the black hats; I can tell you the UFV administration does not wear them. Yes, they are our opposites at the table but it feels akin to the soldiers (us) negotiating with the sergeant for better working conditions. They are not the ones calling the tune. Where can we find optimism in this scenario?

For one, we're still here. For two, we can and are negotiating non-cost items that will make life around here better. I have come to realize that the world doesn't begin and end with one round of negotiations. Everything we are talking about now is based on 30 years of past work. What we don't get this round continues into the next. It is critically important to have continuity from one round to the next, and for this I am so very thankful to have veteran and wiser heads on our side of the table. We should all be. Perhaps most importantly, don't give up! Don't be afraid. Stand up. Stick together. It's a long war.

Maybe I should get a job on a cruise ship.....



Linda Toews

From the Faculty Contract Administrator

New beginnings

In my garden, the snowdrops and crocuses are blooming, the daffodils and other green shoots are waking up from under their winter blanket of dirt, the trees have buds, and in the morning when I walk the dog I am serenaded by robins and thrushes. There's a sudden upsurge of cyclists and joggers on the streets and in the parks, energized by more daylight, warmer and drier weather, and the threat of beach season just a few months away. The signs are unmistakable—Spring is close. Spring is a time for new beginnings for mother earth and her creatures; how about for the Faculty and Staff Association?

Within the next two months the call for members to run in the FSA elections, for open positions on the executive, will go out. I would like to encourage anyone who is interested in running for office to talk to some of the members of the current executive. It's not a decision to be made lightly and I recommend that you try and find out as much as possible

...continued on page 7

...Faculty Contract Administrator's report continued from page 6

about the duties of an executive position before you decide to run for office. If it's a partially released position make sure that you understand the demands this is going to make on your schedule. If it's a fully released position, like the Faculty Contract Administrator, make sure that you understand that this will be your job for two full years and the FSA executive members and Tanja Rourke, the FSA office assistant, will become your close co-workers. I've received incredible support and collegiality from the current executive and Tanja, and I am very grateful. I am pretty sure that at my first executive meeting I looked like a deer in the headlights, but with help and support from the other members of the executive and Tanja I found my place and in time hit my stride of effectiveness. For the FSA executive this process of renewal, or for those in continuing terms or running again, a renewed commitment, is a cycle which happens every spring. The newly elected rookies come in, the veterans pass on information and support them.

This spring will also be a time of new beginnings for those of us whose FSA terms are ending. New beginnings for some will be a well earned sabbatical and a time to get ready to transition back into teaching. For others it will be a comfortable slide back into a familiar job with co-workers we haven't seen much for a couple of years. For someone in a position like mine in Arts Advice there will be students who will welcome me back (I hope!) and others who won't even know I was gone. A lot can happen in a couple of years and some of us will be faced with new technology, new co-workers, new ways of doing things, and new administrators, but most importantly, a new perspective on our work at UFV.

Service as an FSA executive member definitely gives you a new perspective on the institution, you learn a lot about what's involved in making an enterprise the size of UFV run on a day-to-day basis and if there's one thing I can absolutely promise, you will learn a lot about yourself.

Why would anyone think about being elected to the Faculty and Staff Association, as a new beginning for themselves? I am sure there are many reasons, including wanting a change for oneself or hoping to be part of a change for one's co-workers, looking for a personal challenge, or wanting to be of service to an institution which has given you a career and a living.

Before I was elected as Faculty Contract Administrator, I was very comfortable doing what I was doing, I loved my job, students, and co-workers. However, I was worried that, as I got within a few years of retirement, I wasn't challenged anymore and I would become stale and ineffective. I didn't want to be the person in my department who everyone wished would just retire and get out of the way, so I thought I should try something else for awhile.

I had also made a commitment on my 60th birthday to figure out if I could do something to leave UFV a better place for my co-workers when I retired. I have to thank my doctor for that little gem of inspiration—when I told him at my annual physical that I wanted to retire soon, he asked how I wanted to spend my last few years of work. He made me think about whether I wanted to go out doing what I had been doing for so many years or whether I really wanted to do something different. Around the same time I found a motivational saying "do one thing that scares you every day". This made me decide that I wanted to try something new and scary, and hopefully in the process make the road better for those following.

I am not sure how to measure whether I've been successful or not, and one of the things I quickly learned is that it didn't matter what department or division of the institution I came from, I was elected to serve all our members. This fact tempers our natural human inclination to think and speak only for oneself, and one's immediate co-workers, and to always try to think about the bigger picture of how something is going to affect everyone here, including our students. There have been frustrations, challenges, and some very steep learning curves, but also some wonderfully fulfilling and rewarding moments, and there have been more than a few of those very scary moments.

If you are thinking about a new beginning for yourself this spring, please think about whether service to UFV in the form of running for an FSA executive position might be something you would like to try. Any of the current executive members will be happy to talk to you to help you decide.

Happy Spring!



David Shayler

From the Staff Contract Administrator

We've made it through our hectic holiday season and now that things seem to be running full-tilt past the winter term, our new Family holiday couldn't have come at a better time.

Recently, I have been inundated with individuals upset because they did not make a SAC shortlist. They are not alone. It would be an unbelievable workplace if every job posted had only one applicant. But even that wouldn't guarantee an interview.

We have many competitive cohorts who may be working alongside us and could be aiming towards the same goal you have.

The best thing you can do, firstly, is to think critically about the posting you are applying for. Does it coincide with your career path? Perhaps you want to make a 'pros and cons' list of getting that position – or leaving your present one. Next, you will have to do an inventory of all your education and experience. How do they directly apply to the requirements asked of the applicants?

Some try to squeeze pieces of education together to achieve a sum that they think equals what the employer is asking for, but is it all relevant to that department's vacancy?

Experience must be scrutinized too. So be sure your resume explores all of your experience that is relevant to the criteria of the job description.

Remember, if the posting has requested specific work experience, do not simply regurgitate what you read back onto your cover letter. Lack of specific experience will stand out when it is applied to the position's criteria and even more so in an interview.

The employer and the FSA have been working to limit courtesy interviews when an individual doesn't necessarily qualify. So try not to lead yourself into this land of expectation.

Lastly, being internal gives you much more connection to the people managing or directing the position you're applying for – connection or relation that externals do not have. If you can, use it to your advantage and try to arrange an informal meeting with those people. I am sure there are some that would be willing to give a few moments to discuss your present CV positioning and let you know what assets of yours are strong or weaker.

If you have been shortlisted and are getting prepared for an interview, check out a past report written by one of my predecessors in Words & Vision in the Fall 2008 issue here <http://www.ufv-fsa.ca/wp-content/uploads/2013/02/Fall-2008-Words-Vision-FINAL.pdf>. The article has a lot of great advice for you.

On another note –

As you recall, last summer the Ministry announced a broad review of administrative services in order to find savings across the post-secondary system. The Deloitte Inc. firm was hired to identify "potential opportunities" for greater "efficiencies". The Deloitte Report has been released on Friday, February 22, and may be consulted on the Ministry's website: http://www.aved.gov.bc.ca/administrative_service_delivery/welcome.htm

The FSA executive will be examining and discussing the report. We will keep you posted when the implications for UFV become clearer. In the meantime, note (under Questions and Answers) that the report includes the statement that recommendations

- will respect collective agreements and regional contracts already in place;
- are not expected to result in any staff reductions;
- will maintain or enhance the quality of post-secondary education.

All the best...David



David MacDonald

From the **FPSE Non-Regular Employees Rep**

The culture of inertia in the system

It seems forever since our last edition of Words and Vision. It seems too that so much (and yet so little) has happened since I last sat down to write to you. I'll explain further in a minute.

It feels as though most of my waking hours since last November have been absorbed by negotiations with our Employer for a new Collective Bargaining Agreement (CBA). Rarely does a day go by that I am not either in preparation for a meeting or actually in one. At the same time, whatever spare moments I have left get quickly snatched up with discovering the conditions of our Non-Regular comrades and the conditions imposed upon them by the CBA.

If I were to be entirely frank and honest, I do believe I would shred that loathsome document (saving a single copy for some museum specializing in unusually oppressive and exploitive policies). It may be a friend to some at UFV, but it most certainly is the lethal enemy of all Non-Regulars here. Nevertheless, it does exist among us and, like a social disease, its presence must be acknowledged, its growth contained, damage minimized, and its cure found.

For those who would take issue with or offense from these comments, I would challenge them to carefully read through the CBA and then report to me how the Agreement does little more than to exclude what it calls "Sessionals" from every avenue towards fair compensation, benefits, or even the remotest semblance of job security (never mind simple respect). In nearly every instance where the term "Sessionals" exists there, you will find an Article that has been carefully crafted so as to eliminate even the most fundamental of rights or benefits of Non-Regular faculty at UFV.

Notwithstanding what has been written above, I can truthfully testify that all the members of the FSA Bargaining Committee continue to struggle to keep Non-Regular issues on the table as our negotiations for a new agreement continue. While I am prevented from discussing the details of the on-going bargaining, I can certainly state that by no means have Non-Regular issues been set aside—quite the contrary. But now, nearly four months into the bargaining process, the frustration of all of us on the Committee is becoming slightly more apparent. We are all, to varying degrees, somewhat disheartened by pushing so hard against an immovable object. Let me be clear about what I mean.

I do not yet have the sense that those who represent the Employer at the bargaining table lack sympathy for the plight of Non-Regulars—perhaps some do; but this is not clearly evident to me at this time. The Employer's Bargaining Committee is itself situated between the proverbial 'rock and a hard place' because they are extremely constrained in what they can agree to by an authoritarian Ministry of Education and its minions. Budgetary concerns, as always in these sorts of exchanges, dominate the negotiations. What constitutes the "immovable object" is not (at least not entirely) the Ministry, the Employer or its bargainers. Nor should we immediately assume it is our present (or future) provincial government. They each insist we all exist in a very tight fiscal circumstance and we must all accept that such conditions demand restraint. The immovable object to which I refer here resides deep inside our very institutions—both political and educational. It is a deeply-rooted, widely-pervasive phenomenon which maintains the status quo that one of our FPSE colleagues describes as "...the cultural inertia of the system." The inertia referred to here is the tendency of the object in question to remain at rest.

...continued on page 10

...FPSE Non-Regular Employee Rep's report continued from page 9

Allow me to give some context to this issue:

Non-Regular Demographics and Working Conditions:

1. There are approximately 302 "Sessional" employees working at UFV (nearly HALF of all the teaching faculty at UFV!).
2. The average tenure of a "Sessional" at UFV is 1.55 years.
3. The average annual salary paid to a "Sessional" at UFV is approximately \$22,800.
4. Under the terms of our CBA, there must be a 75/25 ratio of sections taught between Regular and Non-Regular faculty respectively. However we have departments where this ratio is closer to 50/50!
5. "Sessionals", under the terms of the CBA, who teach less than "50% workload" are not eligible for health benefits; and those who do teach 50% or more are entitled to have some benefits paid, but the Employer only pays 50%. The "Sessional" will need to make up the other 50% out of his or her own pocket.
6. "Sessionals" (except those contracted to replace Regular faculty on leave or sabbatical) have no rights to any contracts beyond their current session (meaning no job security or ability to plan ahead of any kind).
7. Even "Sessionals" teaching four or five sections per year earn considerably less than half of the full-time salary. (Full-time Regular contracts usually require an average of 7 courses taught per year). For a "Sessional" at UFV to earn the same annual salary as a Full-time, top-of-scale instructor, he or she would need to teach more than 12 courses per year—and still only have access to a limited number of benefits, paid at only 50% and, of course, no future job security whatsoever. Indeed, the list of exclusions and exploitations goes on and on and on...

These facts enshrined in the CBA and elsewhere are the status quo at UFV. The conditions for Non-Regulars have not changed appreciably for many years. The culture of inertia within our system is the "immovable wall" referred to above. Such stagnation threatens to continue poisoning us all. What makes this culture of inertia so insidious is its nature. It exists everywhere invisibly. Most are not even aware of its presence, let alone its profound impact. We encounter it only when we challenge the status quo. Then, it's all too visible.



Lisa Morry

From the FPSE Status of Women Rep

Bif Naked

Punk rocker and breast cancer survivor Bif Naked is heading up the FSA's International Women's Day event.

The Faculty and Staff Association's December vigil to mark the Montreal massacre had a great turnout of faculty, staff and community members, but it was too bad few students came out. We're hoping Bif Naked will bring in students as well as faculty and staff and the broader community.

We'll start International Women's Day, Friday, March 8, in Abby room B101 at 3 p.m. with a free screening of "Miss Representation," we'll move to the cafeteria and break for refreshments and then at 5 p.m. Bif Naked will speak and take questions.

...continued on page 11

...FPSE Status of Women Rep's report continued from page 10

"Miss Representation," which is about body image, the media and the under-representation of American women in positions of influence, sends a powerful message to young people. In Canada there are fewer women business leaders and government representatives in key positions than there are men. Viewpoints shift when women help decide where we are going to spend our money and our energy as a society. Are we going to invest in daycare, education and eliminating child poverty or are we going to buy some F-35 fighter jets?

You can find more information about Miss Representation at

<http://www.missrepresentation.org/the-film/>

For more about Bif Naked, follow her on Facebook

<http://www.facebook.com/pages/Bif-Naked/52180916228> and twitter <https://twitter.com/bifnaked>



Tickets, available from the FSA office in B377 and any UFV library, are free for students and \$10 for employees and community members.

Transit

Representatives from the FSA and UFV board of governor met with Chilliwack City Councillor and transit committee chair Jason Lum, BC Transit representatives and city staff to address campus transit issues. We discussed recent improvements to transit, transit between Abbotsford and Chilliwack campuses, and from the university and FSA's perspective, the most important issue: safety. It's a long, lonely walk to the CEP campus bus stop at night. We're very hopeful that Councillor Lum heard our concerns.

December 6 vigil

The FSA's December 6 vigil to remember the 14 students murdered 23 years ago at École Polytechnique in Montreal attracted faculty, staff and community members to the Aboriginal gathering space on the CEP campus. Not many students attended. Still, it was a moving event. Wenona Victor gave an Aboriginal welcome and brought along a group of drummers and singers. Chilliwack's Women's Chorus, headed by Paula Quick, performed two pieces. UFV instructors Virginia Cooke, Marcella LaFever and Sylvie Murray spoke along with Chilliwack-Hope MLA Gwen O'Mahony and Abbotsford Councillor Patricia Ross, who stunned everyone by recounting a kidnapping and rape she suffered in her 20s. After the singers and speakers, we went outside and lit candles to remember the students murdered because they were women.

...continued on page 12

...FPSE Status of Women Rep's report continued from page 11

10 things about BC Fed

The BC Federation of Labour conference, November 26 to 30 at the Vancouver Convention Centre, was an overwhelming experience. Since I am new, I was on a steep learning curve. Rather than write down everything that happened (and who would want to read that book?), I'm listing ten things about the convention.

1. Almost 2,000 people in one room. This was apparently the largest BC Fed conference ever and there were nearly 2,000 people in the room when the membership voted on who would lead the federation for the next two years (see item 3).
2. Brothers and sisters. We were all brothers and sisters for a week—even the podium-pounding steelworkers.
3. Campaigning. I love a good election but am weary of the silliness of campaigning. Unfortunately there was plenty of posturing as Michelle Laurie of the International Brotherhood of Electrical Workers and Trevor Davies challenged Jim Sinclair and Irene Lanzinger for president and secretary treasurer respectively. Sinclair, who has been president since 1999 when Ken Georgetti went on to lead the Canadian Labour Congress, and Lanzinger, with whom I shared an elevator at the Hyatt on the first morning without knowing who she was, were re-elected.
4. Adrian Dix. The provincial NDP leader spoke about shaking hands with labour, at which point a woman in the audience shouted “do you want a hug?” It wasn't me. Honest. I think it was Mrs. Claus (see item 5). Dix also discussed addressing shortages in skills training. He said 80 per cent of future jobs will require post-secondary education. He also spoke about re-instating union apprenticeship training, which had a 90 per cent success rate in this province, compared with the current 37 per cent completion rate of the current model of apprenticeship training, according to him. Dix also talked about non-refundable student grants to help make education more affordable, and paying for it by re-instating a minimum tax on financial institutions.
5. Mrs. Claus. A sister (see item 2) from the North, who introduced herself as Mrs. Claus, and wore a necklace of flashing Christmas lights... Mrs. C had plenty to say about young women being murdered on the Highway of Tears and asked us to do something about proposed Greyhound bus cutbacks that won't make that situation any better.
6. Trans Pacific Partnership. According to Celeste Drake, the TPP is a leftover from the Bush administration, but it is very real for us and could open up the doors of free trade with countries that don't hold our Canadian values.
7. Campaigning again (see items 4 and 10): BC Fed members voted to work to elect an NDP government in BC next May.
8. Community and Social Action committee: I spoke about the importance of legal aid for family issues, about child care, housing, food security, a living wage, social assistance benefit rates and transit to women. The resolution on the floor was already a good one. The recommendations included increases to the minimum wage, the need for a living wage, which is a different matter, the fair treatment of migrant workers, and the elimination of poverty, including child poverty. It's worth noting that the BC Federation of Labour's Community and Social Action committee stated: “Economic and social inequality continues to grow and British Columbia is not immune... In 2009, examining income before transfers and taxes, the lowest 20 per cent earned 7.7 per cent of what the top 20 per cent earned (according to a report from BC Stats).” However, something was missing from the resolution. My main point was that cuts to legal aid have made it nearly impossible for people, mostly women, to access the courts for family justice matters, including domestic violence, child custody and child support matters.

...continued on page 13

...FPSE Status of Women Rep's report continued from page 12

9. Author Linda McQuaig and Status of Women committee. Journalist and author Linda McQuaig had plenty to say about political philosophy and social justice issues. For example, women and wages: In the 1960s the average wage for women was 64 cents for every dollar a man earned. By the 1990s, it was 72 cents, where it has remained frozen ever since. Thirty years ago the average CEO made 25 times what the average worker earned. Now it's 250 times, McQuaig said. John Paulson, a hedge fund manager, made 82,000 times what the average worker makes by betting against the housing market. "In what moral universe is that hedge fund manager worth 82,000 nurses?" McQuaig asked. "In what moral universe is he worth one nurse?" Senior women have the most to lose from pension changes, which mean we will be retiring later. Young women are complacent, McQuaig said. How do we convince them that they need to get militant? We have to get louder, she said. McQuaig quoted the late BC MLA Rosemary Brown who said: "Fighting for women is like doing the dishes."
10. Thomas Mulcair, Federal NDP Leader and Leader of the Official Opposition. More campaigning: Mr. Mulcair, who entered with flashing orange lights and pounding music, speaks very quickly, but his French seems impeccable. Among his topics: Chinese miners earning \$10 to \$17 less than other miners and thereby driving down wages generally, the Nexen deal, which has since come to pass, taxes, seniors and poverty, risks to Medicare and Bill C 377, which would require unions to disclose detailed financial records, which Mulcair said would violate privacy.



Melissa Walter

From the FPSE Human Rights & International Solidarity Rep

The FSA cosponsored speakers for the Human Rights day on December 4, 2012 along with the Race and Antiracism Network (RAN) and the Centre for Indo-Canadian Studies. This was a very interesting and informative event. Lucy Luna from Abbotsford Community Services spoke about recent streamlining of laws and procedures for importing workers and how these do not allow enough oversight. She described the procedures as complaint driven, and not adequate to protect workers. Yana Stratemeyer-Trinczek (MA criminology, UVF), who now works for the MP for Nanaimo, discussed the live-in childcare program and potentials for abuses. Dr. Patricia Tomic and Dr. Ricard

Trumper, both from the sociology department of UBC-Okanagan, discussed the experience of agricultural workers, including the lack of adequate inspections. They analyzed these programs in terms of their racialized effects and in terms of the reproduction of the family. They noted that although migrant workers pay Canadian income taxes, their home countries pay for the schooling of children and for healthcare. The workers receive little to no protection or services from the Canadian government. In addition, the families of the workers suffer as a result of the dislocations of migrant work. In a discussion of best practices, it was suggested that workers should not be imported temporarily for the needs of the employer, but should have the option of coming to Canada to live permanently.

Our local also made application to the FPSE international solidarity fund this year. Two applications were submitted, both for organizations supporting women's human rights.



...continued on page 14

...FPSE Human Rights & International Solidarity Rep's report continued from page 13

We are planning a Safe Harbour workshop at UFV on April 17, 2013. The Safe Harbour program aims to “celebrate our differences, helping to create safer, more welcoming communities that support diversity and reject discrimination. Safe Harbour is a commitment to diversity that helps increase the resilience of organizations by increasing their community profile as diversity leaders” (<http://www.amssa.org/programs/diversity/safe-harbour/>). All FSA members are invited to attend. Please watch for an announcement of the date and time. In the meantime, if you are interested in attending, please email melissa.walter@ufv.ca.

I look forward to attending FPSE's February Human Rights and International Solidarity Committee meeting next weekend, and will have more to report after this meeting.



Kathy Gowdridge

From the

Occupational Health & Safety Co-Chair

CEP finally has its own OH&S committee (1 vacancy)

January marked the first meeting of the Chilliwack campus's own Occupational Health & Safety committee and from all appearances it is a very active, very involved, very aware and very committed group. Your elected FSA representatives on that committee include:

- Mark Ryan – representing the Faculty of Trades & Technology
- Kevin Antonishen – representing the Faculty of Health Sciences
- Christine Jones – representing the Facilities area
- Terry Starr – At Large representative
- Tia Noble – At Large representative

In addition, Shawna Dyck is the ongoing appointed representative for the Lab Sciences.

The nomination and election process, which took place during the very busy Christmas/semester end/semester start-up period, left us with one At Large vacancy. The FSA Executive has the power to appoint someone at this point to fill the position for the rest of the term. So, if you have an interest in helping to promote the health and safety interests of your colleagues on the Chilliwack campus, and if you are available to attend the meetings on a regular basis and would like to join this group, please send me an email indicating your interest and availability (kathy.gowdridge@ufv.ca). Meetings are scheduled once a month, 2–3 pm on Mondays, Week 4 of the UFV Meeting Schedule. The current term runs through to summer of 2014.

Note: Abbotsford OH&S Committee terms will be up for renewal this coming summer, and it will be summer before we know it—it's not too early to start thinking now about either putting your own name forward or talking to someone you think would be an excellent representative on that committee.

Who you gonna contact? (Lines of Communication)

I remember writing a Words & Vision article with a similar heading shortly after I first started as the FSA's OH&S Co-Chair a few years ago. The whole institution has grown somewhat since then, and we have a few more options now, but most of us still don't really know who to call or email with questions or concerns. Most of us aren't really clear about various lines of communication that can or should be followed. I must confess, “most of us” still includes me, although I

...continued on page 15

...OH&S Co-Chair's report continued from page 14

certainly have a better understanding now of how and who and when than I did years ago.

What if you notice a burned-out light in a hallway, or a loose edging on some stairs, or a ceiling tile coming loose? Yes, those things can be safety concerns, but they are fairly easily dealt with. Anyone can fill in a Facilities Work Order Request (available on the desktop of most computers, or on the Facilities website) and report the circumstance, and it gets handled in the normal course of a day's work. If you really don't want to do the Work Order Request yourself, or you simply don't have time, it's not too hard to find someone who will do it for you if you just let them know what you've noticed so they can pass it on.

What if you notice, or are aware of, something a little more complicated than a burned-out light? Depending on the circumstances and where you feel most comfortable, there are several options available:

- you could report the situation to your supervisor or your department head or someone responsible for your area, who could then forward the information on to whoever is most appropriate to deal with it
- you could call Facilities to report a fairly urgent matter that needs some quick attention (the Work Order can always be filled in afterwards, even as somebody's already on the case)
- the Emergency (and Non-Emergency) numbers for our on-campus Security personnel are posted prominently throughout the various campuses—the Call Centre gets the word out to the nearest Security person within seconds
- you could contact UFV's Occupational Health & Safety Office which is located in A265 on the Abbotsford Campus. Mo Bual is the Associate Director, Amanda Van Tilborg is the Assistant, and their contact information is available on their website at <http://www.ufv.ca/ohs.htm>, easily accessible through the Human Resources link on the UFV Home page (the contact information includes Mo's mobile number if it's a matter of some urgency and you can't reach him right away at his local; however, email works very well for most issues and allows for a record of the circumstances and an easy means of follow-up)
- you could talk to any member of your local OH&S committee that you feel comfortable talking to, and they could pass the information along through appropriate channels
- and of course you are always welcome to talk to me, at any time, by any means—I'm not usually hard to find and I'm always happy to listen to your concerns.

What if you have reported a concern, but you haven't heard anything since then and don't know what is being done to address it? Departments, of course, should keep their employees in the loop about anything that concerns their area, especially if an issue was raised originally through the supervisor or department head. Ask whoever you reported something to—they may know what is being done but may not have got around to passing the information on. Or they may need to follow up as well.

If you still need some answers or information, contact Mo in the Occupational Health & Safety Office—somebody should have at least kept him in the loop, but he can follow up if necessary. Members of the OH&S committees don't necessarily have the most up-to-date information on situations (especially considering our once monthly meetings) but if you are more comfortable asking one of us, including me, by all means do so and we can look into it for you. If you've been through all the appropriate channels and think something is still not being adequately addressed, the committee can raise the issue formally.

Essentially, it's up to all of us to be aware of our surroundings and to report anything we notice that could impact the health and safety of ourselves and/or our colleagues and/or our students. We all share at least some part of the responsibility of keeping our institution a safe and secure environment in which to work and learn. The OH&S committees, on both campuses, and the OH&S Office, are certainly here to help with that.

Letters to the Editor

by Wayne Podrouzek, Psychology Department

A Reply to Dr. Hughes on Overload Accountability

When I first read your piece in the November/December issue of Words & Vision, my first thought was that this couldn't have been written by a scientist and an academic! I honestly don't know where to start. However, this is actually an excellent intellectual exercise, and might be fun!

Dr. Hughes, you seem to have advanced several propositions as if they were fact, so I would like to see some evidence in support of them. If there is evidence, I will welcome it with interest. If there is no evidence, then you are pandering to the prejudices of a certain segment of your readership. Substitute the blanket "faculty teaching overloads" with another group (the handicapped, people with children) and I think the flaw in argument will become apparent.

First, what exactly is the evidence that people who teach overloads or work elsewhere contribute less than those who do not teach overloads or work elsewhere?

Second, what evidence is there that people who teach overloads are more averse to accountability than those who do not?

Third, I would like to see an overview of evidence (obtained in a UFV-like setting) for the impact and significance of "scholarly activity" and "research" with regard to undergraduate teaching. (An aside: although you use both terms in your statement, I think you really mean "research" alone. If I am wrong, I'd be interested in your definition of "scholarly activity.") If you have seen studies of this sort, and can vouch for their methodologies, and consider them relevant to our institution, then please provide a citation. That's what academics do.

On another note, in addition to its unsupported assumptions, your piece also employs arguments ad ignoratiam, ad populum, and any number of non-sequiturs. Your use of the weary gambit that begins "there have been no studies..." might be countered with something like this: "There have been no studies that examine the impact of Dr. Hughes's apparent inability to distinguish evidence-based assertions from opinion-based assertions, to provide citations, or to reason well.... From this we may conclude that there is little accountability for his brand of instruction at UFV...." This pretty much captures your argument style, I think.

Your argument also makes things that are substantially different sound as if they are the same (fallacy of assumed essence). You state that most "universities" permit faculty no more than "a single overload section per year." So, just because we are called a university, UFV is suddenly in the same category as all other universities? Wow, I had no idea! I now await my 130k salary, a reduction in my teaching load to 2 or 3 courses, substantial monetary and technical support for my research, and... need I go on? On the other hand, perhaps we should become more like the other "special purpose universities" in this province? Then, we'd have eight courses per year, not seven, and 35 students in virtually all classes, and... need I go on? The point is this: you can't cherry-pick comparisons among vastly different institutions simply to serve your political ends.

I think it is important to distinguish between employment in the 21st century and indentured servitude. Yes, UFV "owns" me for 35 hours per week (Article 18.3), which translates (when holidays are factored in--thanks, Moira) to 1470 hours per year. That means that the 1470th hour plus one second, and every hour thereafter, is mine to spend as I please. Yet you seem to suggest that this time is not, in fact, my own. (Well, presumably, sleeping, bodily functions, and so on, would be permitted by you.) But If I use this time (which amounts to in excess of 2198.25 hours per year, other necessary activities accounted for) to earn money--something I want to do, by the way--you disapprove.

...continued on page 17

...Letters to the Editor continued from page 16

My position is that my spare time is mine to use for whatever purposes I choose, and that the FSA should be defending my absolute right to my own time. The Employer has no business controlling how I use my own time, and the FSA begins to seem like a second administrative body when it advises me to be more "accountable" for it. Do we really want to return to the days when employees needed permission from their masters to work elsewhere, to marry, to divorce-- and were simply expected to perform "voluntary" extra-curricular duties? Is the FSA supporting a return to this kind of "oversight"? The argument you present in your article seems to be that if I take overloads or other work, I am unable to donate unpaid time to UFV. If this is the case, then I would like to know whether the FSA is now insisting that we work in an unpaid capacity as performers of research and service? A clear statement would be appreciated.

Other Observations

I have written individual responses to many things I have observed regarding the FSA, our Administration, and the relationship between the aforementioned and us, the rank and file, including several things published in W&V. I cannot publish all of them in the detail required for advancing appropriate arguments for each issue. Anyone who is acquainted with Chomsky's "Manufacturing Consent" understands that anyone putting forward views outside the accepted narrative fights an uphill battle. Each point must be argued in light of the accepted, so the task becomes one of demonstrating why the current narrative might not be correct, and then arguing for a new narrative. Unfortunately there is not the space, nor, I suspect, the desire of most of our membership, to wade through such a piece. Therefore, this relatively crude and incomplete summary must suffice. And I apologize for the length and crudeness of the diction. To bastardize Clements: I did not have time to make it shorter, nor to clean it up.

A Humian analysis of cynicism in the current context: there are the things that I am told by administration and the union, and there are the things that I see: I cannot see the connection. This connection doesn't exist: it cannot be seen. The connection therefore must be a habit of mind arising from repeated experiences, not that there is a relationship, but indeed that there is no relationship. Ergo, the cynicism.

Let us walk through a few incommensurables.

We were told, as I remember by both administration and FSA members, that the Standards work to which we were asked to contribute had nothing to do with Rank and Advancement, only to now find out that it is the basis for the Standards Committee's work on the assessment for Rank. Even better, it appears that FSA officers might be involved in shepherding this through committees IN ADVANCE OF the actual negotiation of rank and advancement.

Given the above, and given that administration supports a system of rank and promotion (of course they do, so badly they can taste it) BUT had difficulty with the notion of real tenure, I have concerns with the side-table on Rank, Tenure, and Promotion (the positive step mentioned by Dr. Grieve in her last bargaining report). There needs to be a very firm statement by the FSA that there is no rank without tenure - real tenure, something that James Turk (from CAUT) should vet in advance of us even entertaining a vote on this issue. I would like to remind our negotiating team that the same proportion indicated that tenure must be negotiated with rank as indicated they were in favour of rank. I am concerned that several of our union people want rank so badly that they may be willing to take something less than real tenure to get it. Further, without real tenure (vetted by Turk, because I'm certainly not an expert to judge the nuances here) there should not be any fiddling with our current language that protects us. We need, I repeat, need, a very firm statement from our negotiating team that this language will not be weakened, and that there will be no rank without real tenure. Without such a statement, I'm afraid we will end up with rank, promotion, and even weaker protection for our members.

We were told that the results of the survey are driving our negotiations. We now know that FPSE's positions are driving it as well; for example, their position on sessionals. This wasn't made at all plain until someone from the audience

...continued on page 18

...Letters to the Editor continued from page 17

asked where it came from. We were told that there would be ongoing discussion regarding the steps for assignment of sessional work. My notion was that we'd actually have an in vivo discussion, but that seems to have morphed into some posts on the discussion forum in the FSA site and some poorly crafted propaganda from the FSA table (see my reply to Dr. Hughes above).

We were told that there would be no workload implications for rank and advancement, only to find out that all data we have indicates a substantial increase in faculty workload accompanies rank and advancement (see TFARA forum Part 2: <http://www.youtube.com/watch?v=vlGfGE80A7I> time at 0. 01:00 to 0.02:28 and 0:29:25 to 0:34:24). At least some of the FSA table officers are aware of this data/information. I noted this information in the last W&V. Have they broadcast and highlighted this, I think, very important information as part of our considerations in deciding whether to pursue rank and advancement? They represent US and thus I believe that they should put forward as openly as possible all information that might influence our decision. If they have highlighted this information, then please direct me to it.

We were told that rank and advancement would not be tied to a two tiered system of pay at UFV. Indeed, when I asked at a meeting whether there was any place with rank and without a two tiered system of pay, I was told "yes, the University of Windsor." Well, guess what, when I requested their pay scales, there indeed is a multi-tiered system (see http://www.uwindsor.ca/faculty/recruitment/sites/uwindsor.ca.faculty.recruitment/files/FINAL%202008-2011_0.pdf p. 93). Further, now we are hearing some murmuring that we ultimately should have a two tiered system, with those achieving higher status getting more money. If this is not the intent, then we need firm language that this will not be the case - ever! Thus, we need a firm statement by FSA regarding their intentions here - will there or won't there be pay implications, down the road, of course, for rank?

We are told that administration is so concerned with our state of remuneration, only to observe that they wanted to reduce our de facto remuneration by \$1000 by rescinding our health benefit account - and only a grievance led to us not having over a 1.2% DECREASE in our real remuneration. We are told that administration is so concerned with our well-being but yet they tabled substantial (and detailed) decreases in our benefits (of course, saving them money). The reason we are given is that they were "told" to table these, and they seemed "almost apologetic" in doing so. Well, forgive me all to hell, but I don't think that makes a difference. IF they cared then they would have stood up for us, and not acquiesced to such a request. We are told that they care for us so much, but when it came down to taking massive pay rises for themselves or sharing it out so we all benefited from whatever monies were available for pay rises, they chose them - CERTAINLY NOT US, and not even them and us (proportionately). I guess what I'm saying is that I just don't buy it. If you're in a relationship where you are not being treated well but your partner tells you how much they care for you, but the evidence seems to indicate otherwise, what do you believe? Perhaps you believe because you want to believe, because you feel powerless to act, because it is easier just to ignore it, and put on a happy face. Perhaps your friend tells you how much your partner cares as well, but then you notice how chummy your partner and your friend are, what does that do for you?

Are there other examples? Of course there are, but in the interests of brevity I cannot list all of them.

One more little tidbit though. I move that we separate the faculty issues from the staff issues for the final vote on the contract. Full time faculty are severely outnumbered by part time faculty and by staff. There are approximately 382 full time faculty. There are approximately 231 part time faculty. There are From The Editor approximately 420 staff members. Irrespective of the impact of the contract on full time faculty workload and protection, if offered a 4% increase and other incentives, it is likely staff will vote in favour. If the sessionals are given primary rights to courses not assigned in steps 1 and 2, and a 4% increase, the workload and protection parts of the contract do not affect them, they will likely vote for the contract. So, regular full time faculty could well end up with less protection, a greater workload, and other things that wouldn't be good for us, but the overall vote could be in the order of 63% in favour of the new contract with EVERY full time faculty member voting against it (which, given the above, just ain't a-happenin'). Thus, I

...continued on page 19

...Letters to the Editor continued from page 18

feel it is necessary, with so much hanging in the balance for faculty this time around, that only faculty be able to vote on those portions of the contract that affect only faculty, and, further, that only regular full time faculty should vote on matters that affect only or primarily regular full time faculty (this includes, but may not be limited to: rank and advancement, tenure, protection, and any other "oversight" language that impacts primarily or only full time faculty). Part time faculty should be able to vote on parts that also affect them, such as the steps in assigning work. By the way, they would have a substantial voice in those votes given that they comprise about 38% of faculty.

In sum, I have noticed a number of incommensurables, and I have a few concerns. Am I the only one? Am I playing in the sandbox by myself (wouldn't be the first time, by the way)? Should any of my colleagues and comrades out there share any of the same concerns, or even different ones I haven't noted here, let me know. Or feel free to send me nasty invectives telling me how stupid I really am because I don't see the purity of the current standing (I'm totally good with either). You can get hold of me at wpodrouzek@icloud.com. I won't disclose who you are, I will not reproach you for taking me to task, nor will I hold you to stand behind me. I just want data on how mistaken about it all I might, or might not, be.

In Solidarity - Wayne

by Hilary Turner, English Department

I'm on sabbatical this year, which gives me lots of time to brood. Reading the November issue of Words & Vision, I can't help but notice two related statements that provide me with further brooding material—not that I need it. Norm Taylor thinks tenure is un-necessary, and Jonathan Hughes thinks faculty should be more accountable. Gentlemen, I have two words for you, and they apply to you both in equal measure: Self Respect.

1. In a literal sense, tenure may be merely the right of any full-time employee not to be dismissed for anything but "just cause," but professionally tenure means a good deal more. Tenure is a public and irrevocable endorsement by the Employer that a faculty member has passed muster, has been evaluated enough already, and is acknowledged to be a valued contributor to the institution in which she or he is employed. Tenure is the holy grail, so to speak, of academic work, the prize for the sake of which one consents to be ranked. We cannot do without it. Rank, by contrast, is just evaluation. Those who aspire to rank without tenure (sorry to be so blunt) aspire to nothing more than continual scrutiny, with no reward, no end in sight, and no respite from the inner demon who seeks external approval for its own sake.
2. Accountability is a brilliant concept when applied to those who wield power. Nothing could be finer. My elected representatives must absolutely be held accountable. The administrators who are in charge of this university, likewise. But when their rules of engagement are legitimately invoked by teaching faculty, accountability is not the first word that springs to my lips. The argument that faculty who teach overloads are somehow undermining their "research-active" colleagues (and making more money in the process) is specious, self-serving, and divisive. It contains a hint of sour grapes, as well. We all know that UFV is primarily a teaching university. For this reason, research and publication (though encouraged) are largely voluntary here, and are not rewarded with extra remuneration. It can certainly be argued that the status quo is wrong, unfair, or shortsighted. But it is not the role of the FSA Executive to demand accountability from colleagues who are playing by the rules as those rules have evolved.

In both these matters, I would like to call for a strengthening of the collective self-respect of faculty in this workplace. Rank without tenure would be an insult to that self-respect, plain and simple. The option to teach overloads has been agreed to by both parties to the contract. Instead of looking askance at the different styles of professionalism that exist among our colleagues, let's start defending each other's right to be respected. In case you hadn't noticed, we are not likely to be defended by anyone else.

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Local

What's Next on the FPSE Calendar?

For updates and upcoming meetings at the Federation of Post-Secondary Educators, visit their **new** website at <http://www.fpse.ca>

Post-Secondary Education loses more ground in 2013 BC Budget

Read more at <http://www.fpse.ca/news/fpse-news/unbelievable-not-good-way>

Pension Advisory Committee Meeting

March 1 & 2

words & vision

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